

SEXUAL VIOLENCE PREVENTION ANNUAL REPORT

**SEXUAL VIOLENCE AND HARASSMENT
PREVENTION TASK FORCE
2020-2021**



St. Lawrence
College

OUR MISSION

At St. Lawrence College, we have a shared set of values to guide our behaviour. Building on this foundation, the College values respect for all individuals, civility, diversity, dignity, equality, and freedom. We are committed to maintaining a healthy and safe learning, living, social, recreational, and working environment. We are also committed to maintaining a campus free of discrimination and harassment and strive to foster an atmosphere of healthy attitudes and behaviours towards sexuality, sex, and gender roles. Behaviour that contributes to a hostile and inequitable learning and working environment will not be tolerated by the College.

BACKGROUND

This is the second year of formal data collection and reporting. Program development is in direct response to available qualitative and quantitative data. At year two, we are in the early phase of developing a comprehensive longitudinal dataset that will be instrumental in shaping policy and programs in the future.

The current year data needs to be considered in the context of COVID-19, a year in which the on-campus presence represented approximately 20% relative to prior years.

SEXUAL VIOLENCE PREVENTION EFFORTS

The following list highlights just some of the initiatives and programs undertaken by St. Lawrence College during 2020-2021 to create awareness of and address issues related to Sexual Violence Prevention and to promote a positive, supportive campus culture with no tolerance for sexual violence.

SEXUAL VIOLENCE AND HARASSMENT PREVENTION TASK FORCE

The Sexual Violence and Harassment Prevention Task Force (the 'Task Force') membership and Terms of Reference were reviewed and validated as part of the annual review processes.

The Task Force held regular and recurring meetings throughout the 2020-2021 academic year to review Sexual Violence and Harassment Prevention programming and to provide recommendations on new potential initiatives.

A formalized work plan was designed to monitor and track time frames for deliverables, and this work plan supports the Task Force in monthly meeting agenda requirements.

As part of that work plan, the Sexual Violence Policy, effective September 2019, is diarized for periodic review and update. The next revision due date for the Policy is September 2022. Amendments may occur prior to the revision date, pending recommendation from the Ministry on inclusion of the clauses relating to the following:

- A complainant acting in good faith, who discloses or reports sexual violence, would not be subject to actions for violations of the institution's policies related to drug and alcohol use at the time the alleged sexual violence took place.
- During the institution's investigative process, students who share their experience of sexual violence through disclosing, accessing support, and/or reporting to the institution, would not be asked irrelevant questions by the institution's staff or investigators. Examples of such irrelevant questions would include those relating to past sexual history or sexual expression.

Recognizing the importance of student support services, a new Student Rights and Responsibilities Officer position was approved by the College Executive Team. This position will support sexual violence intake, be a reporting avenue for students, and will assist with training and awareness campaigns.

ONLINE ORIENTATION

As part of the College's Fall 2020 Online Orientation, the SLC President & CEO highlighted the importance of sexual violence prevention and noted resources available for survivors/victims/witnesses. More than 3,250 students were provided access to the Online Modules. More than 1,500 first-year students completed Online Orientation in its entirety and more than 1,125 first-year students completed some portion of the Online Orientation.

As part of Online Orientation, many diverse information sessions were offered, including one facilitated by the Students Rights and Responsibilities Officer (SRRO). This session provided information about the SRRO role as well as information regarding sexual violence prevention and supports. This very specific session was attended by 61 students.

TRAINING INITIATIVES

The Rape Aggression Defence System (RAD) training prioritized by the Task Force in the prior academic year had been deferred due to COVID-19. The RAD system provides a holistic approach to self defense education, offering our female students information on personal safety, awareness, risk reduction, and avoidance. RAD teaches practical defensive techniques through education and specialized simulation of physical resistive strategies. This initiative, given its face-to-face requirements, continues to be deferred this 2020-2021 academic year due to COVID-19. Plans to reinstate this hands-on student training will proceed within the appropriate phase of campus reopening.

The SRRO delivered virtual training sessions for Bringing in the Bystander during the 2020-2021 academic year. In total, there were 6 virtual sessions tri-campus. This includes training sessions for key areas such as student governments and Residence Advisors. Overall, 13 students (at the time of publication) completed this training during the 2020-2021 academic year.

The Task Force continued to promote our sexual violence prevention and consent videos. These videos are public facing on our website as a consistent available resource. They were designed in consultation with students, depicting our students, and are shared on social media and used as ongoing training resources. The videos can be found on the College's website: <https://stlawrencecollege.ca/about/college-reports-and-policies/sexual-assault-policy/resources/>

Human Resources engaged staff in a review of content and format of the existing Sexual Violence Prevention in the Workplace staff training module. The module was completed by 116 staff members, and the Task Force provided detailed feedback. This review resulted in a third-party consultation to redesign and enhance the content and format of this session.

AWARENESS AND EDUCATIONAL INITIATIVES

During the fall 2020 Board of Governors meeting, one member brought forward the concern that international students may not be aware of their rights to access support for sexual violence. There was also a concern that international students may fear reporting due to the misperception that their immigration status may be impacted. In response to this information, the SRRO and International Student Advisors have undertaken new related initiatives:

- Developed content that addresses sexual violence from the lens of the international student experience and made this accessible on the SLC website: <https://www.stlawrencecollege.ca/services/international/supports-for-international-students>
- Worked with placement students in the International Education department to design a survey for students that will help identify knowledge gaps for international students on this topic
- Initiated a collaboration with marketing agency Spark to develop a video resource aimed at educating international students on their rights relating to sexual violence

Student Wellness invested in additional licensed modules related to alcohol literacy as part of their digital wellness education platform Therapy Assistance Online (TAO). A promotional competition ran in the fall and winter semesters to encourage students to register and access these modules in TAO incentivized by prizes.

Student Wellness initiated a partnership project between Addiction and Mental Health Services - KFLA and Queen's University to improve institutional capacity to support post-secondary students struggling with addictions in Kingston. A key related objective included supporting students with substance misuse, abuse, addiction, and impacts on the brain and relationships.

COMMUNITY PARTNERSHIPS

The Task Force, through the Manager of Student Rights and Responsibilities, maintains College representation on the Kingston and Frontenac Anti-Violence Coordinating Committee (KFACC), which is a group of members from approximately 20 community stakeholders, including the Ontario Provincial Police, Queen's University, and Sexual Assault Centre, among others. This collaborative works to provide training, share resources, and deliver educational events to the Kingston area on preventing violence, including sexual violence.

The College maintains partnerships with Sexual Assault and Support Services (SASS) in Cornwall and Brockville and the Sexual Assault Centre (SAC) in Kingston. There is continual exploration of educating students on these available community supports.

CAMPUS SAFETY GRANT

St. Lawrence College receives funding each year through the Campus Safety Grant. These funds are used for programming, resources, security equipment, events, and salaries supporting campus safety. During this reporting period, St. Lawrence College received \$114,420.00 from the provincial Campus Safety Grant. These funds were utilized within Campus Security services and supported numerous other safety initiatives including:

- Multiple large-scale campus events, including swag, supplies, mail information, events and guest speakers, and targeted online ads for students
- Behavioural Intervention Team (BIT) threat assessment training
- Security services for an enhanced security emergency broadcast system and the Campus Safety app
- Access control system upgrades to the Kingston campus including the residence building.
- CCTV enhancements
- Incident reporting/management software

REPORTING STATISTICS

The following chart presents the 2020-2021 Sexual Violence reporting statistics.

	Indecent Exposure	Sexual Assault	Sexual Exploitation	Sexual Harassment	Stalking	Voyeurism
Complaint for Formal Investigation	0	1	0	6	0	0
Disclosures	0	5	1	3	0	0
# of Unique Accommodations	0	2	0	9	0	0
# of Support Requests/Referral Volumes	0	8	0	12	0	0
# of Interactions	0	68	1	42	0	0
# of Complainants	0	6	1	9	0	0
# of On-Campus Incidents	0	1	1	5	0	0
# of Off-Campus Incidents	0	5	0	4	0	0

CHART/REPORTING LOGIC

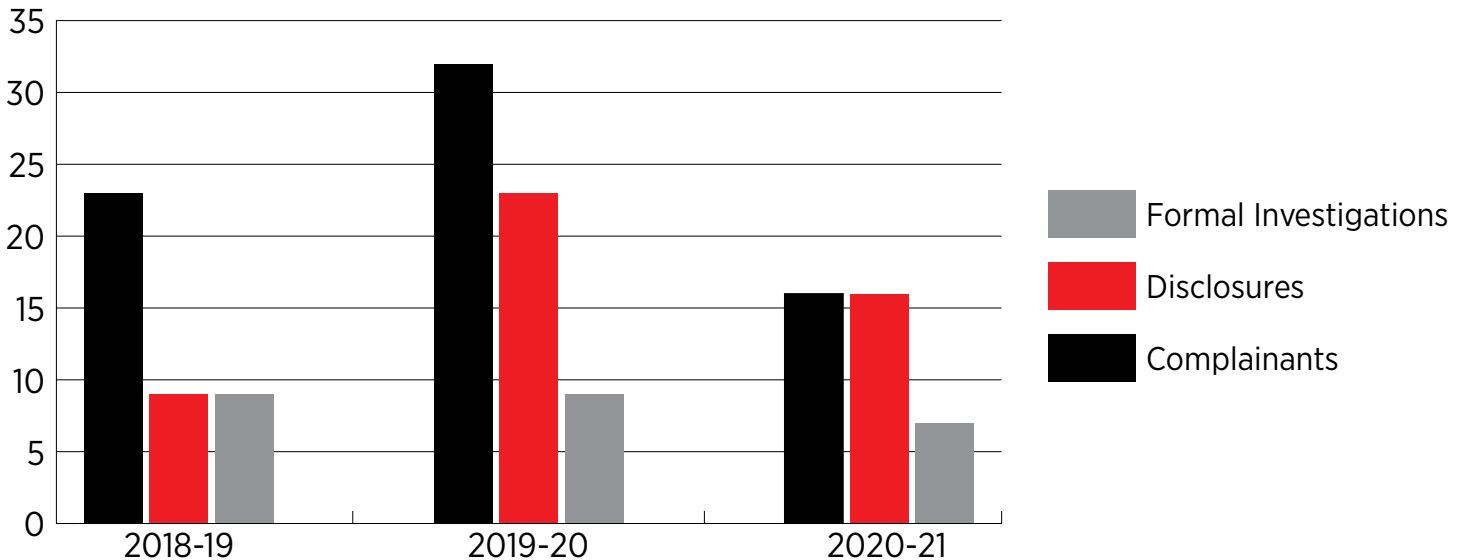
- Formal Investigation and Disclosures are mutually exclusive to a singular event
- One incident may result in multiple accommodations and/or support/referral requests
- One incident may result in multiple interactions (meetings/telephone support/counseling sessions)
- One complainant may launch multiple formal investigation requests and/or disclosures if there are multiple separate incidents
- “Complainant” relates to a single individual
- One individual may report multiple on and off-campus events

In the 2020–2021 academic year, there were 16 complainants (down from 32 in 2019–2020) disclosing events of sexual violence. Of those 16 disclosures, 7 resulted in formal investigations and 7 incidents occurred on campus (vs 16 on-campus events in the prior reporting year). Forty-four percent (44%) of these events occurred on campus, and fifty-six percent (56%) occurred off campus (vs 2019–2020 data reflecting a 50%/50% split).

The third to fifth rows above denote information related to accommodations and requests for support relating to the sexual violence events. Of note, an individual incident report may result in multiple interactions and service supports. This data is critical to ensure we are responding appropriately as an institution and that sufficient resources are allocated to support our students' needs. As anticipated, the resource allocations are down in alignment with fewer incidents, lower enrollment, and reduced activity on campus.

THREE YEAR COMPARISON

The graph below offers a trended summary over three years. The decline in incidents in the 2020-2021 reporting year may be influenced by lower enrollment and lower on-campus activity arising from the COVID-19 pandemic context.



Until the 2020-2021 COVID year, incident volumes had been reflecting a year-over-year increase. It is important to note that this variance in incident volumes is explained by several variables:

- 2018-2019 brought a designated role to support students who had been victim to sexual violence. The Student Rights and Responsibilities Officer was hired, creating an additional resource support, and an alternate avenue beyond Security for reporting.
- In 2019-2020, the Task Force sought to obtain comprehensive sexual violence metrics and while protecting the privacy of individuals impacted, pursued access to multiple data bases (Security, SRRO, and Student Wellness) for a broader understanding of the issue and needs. The Task Force was aware that there was potential under-reporting based on multiple reporting sectors historically not being captured.

- Awareness campaigns have heightened our zero-tolerance approach towards sexual violence at SLC. Further training and supports around sexual violence continue to be areas of focus at the College with yearly increases in targeted promotion of available supports. The topic of sexual violence is also more actively promoted in society in general, which, in turn, impacts comfort and safety in reporting and support for victims of sexual violence.

Based on the changes in metrics, the increased capacity, mechanisms to track metrics, and our improved safety and culture of support for our students, the Task Force anticipated a change in incident volumes from prior years. It was anticipated that the data would reflect an increase in rates, and it is proposed that the change in volumes may be attributable to more comprehensive reporting capacity and a culture and environment supporting victims to report.

FUTURE AREAS OF FOCUS

- Continued improvements in evaluation practices and data collection for both existing and new initiatives to examine impact, ensuring continued relevance and efficacy towards all targeted initiatives
- Continued improvements in reporting and data collection, which will provide relevant baseline data for year-over-year comparisons to analyze changes
- Ongoing communications and awareness initiatives relating to Sexual Violence Prevention and promotion of a campus culture in which sexual violence and harassment are not tolerated
- To collaborate and coordinate objectives under the new Wellness @ SLC Strategic Initiative relating to supporting safe and inclusive physical and learning environments, safeguarding from all forms of violence, including, but not limited to, racism, transphobia, bullying, and sexual assault
- Targeted awareness, education, and interventions focusing on the relationship between alcohol consumption and sexual violence rates
- To foster a collaborative relationship with the College's Equity, Diversity and Inclusion (EDI) + Belonging Task Force to further initiatives related to the College's value of Belonging
- To continue to offer psychoeducational supports for students around drug and alcohol use, abuse, and addictions
- Expansion of resources and supports associated with isolation and increased incidents of intimate partner violence in the current alternate (remote) delivery of academic programming and services
- To reinstate RAD training following COVID-19 Phase 4 campus reopening
- To review processes and resources in place for respondents of sexual violence
- Capacity building and training focused on gender-based violence, including Safety Canada, Radius' Youth Dating Violence Intensive Intervention Program working to end dating violence, and The Speak OUT: LGBTQI2S+ Youth Dating Violence, community-ideation and intervention planning aimed at addressing intimate partner violence among LGBTQI2S+ youth
- To review capacity and requirements to implement a peer-led Sexual Violence Prevention student group

CONCLUSION

St. Lawrence College is committed to ensuring survivors/victims of sexual violence are listened to, believed in, and supported. St. Lawrence College and the Sexual Violence and Harassment Prevention Task Force will continue to work diligently on initiatives, programs, policies, and resources that aim to support survivors/victims of sexual violence and ultimately end sexual violence in our communities.

ST. LAWRENCE COLLEGE SEXUAL VIOLENCE AND HARASSMENT PREVENTION TASK FORCE

For further information, please contact the Sexual Violence and Harassment Prevention Task Force Chair:

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Kingston, Brockville, Cornwall
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